

# ARMY NATIONAL GUARD TECHNICIAN ANNOUNCEMENT BARGAINING UNIT



**HUMAN RESOURCES  
OFFICE**  
Washington National  
Guard  
Building 33, Camp Murray  
Tacoma, WA 98430-5130

**Announcement number**  
09-222-ARNG  
**Opening Date**  
25 September 2009

**Position Title, Series & Grade**  
Chaplain, GS-0060-11

**APPLICATIONS WILL BE ACCEPTED UNTIL 4:30 ON:**

**PD Number:**  
70638000

30 November 2009

**SEE NOTE**

**Location of Position:**

**Baseline physical**

J-9  
Camp Murray, WA

**An employment physical may be required within 90 days of employment per OSHA regulation and NGB\* \*this physical will be used to determine fitness and eligibility for continued employment.**

**Salary Range:**

\$59,978 PA to \$77,966 PA

**Website address:**

[http://mil.wa.gov/jobs/federal\\_job\\_ops.shtml](http://mil.wa.gov/jobs/federal_job_ops.shtml)

## APPOINTMENT FACTORS

### Area of Consideration

☒ **Area 1 – In-service Excepted:** All permanent Washington Army National Guard Excepted and Competitive bargaining unit civil service employees, and members with excepted technician re-employment rights to the Washington Army National Guard.

☐ **Area 2 – In-service Competitive:** All presently employed permanent competitive technicians, and members with competitive technician re-employment rights to the Washington Army National Guard.

☒ **Area 3 – In-state Excepted:** All participating members of the Washington Army and/or Air National Guard, including in-service technicians that are not covered by the bargaining unit, and indefinite employees.

☒ **Area 4 – Nationwide Excepted:** Anyone eligible for immediate enlistment and/or commissioning in the Washington Army and/or Air National Guard.

### CURRENT BARGAINING UNIT STATUS

☒ **Bargaining Unit**  
☐ Non-Bargaining Unit

### Appointment Factors:

☒ **Officer**      ☐ Enlisted      ☐ Warrant Officer

☐ NDS (Competitive)

☐ Permanent      ☐ Indefinite\*      ☒ **Temporary\***

\*This appointment is temporary, not to exceed 1 year or less, and is subject to termination at any time without use of adverse action or reduction-in-force procedures. A temporary appointment does not confer eligibility to be promoted or reassigned to other positions, or the ability to be noncompetitively converted to career-conditional appointment.

Military Assignment & Grade Requirements	
<b>MOS: 56A</b>  Applicants need not be assigned to the position or possess the MOS to apply or be considered for selection. Selected applicant must be assigned to a compatible Military position and attain MOS within 1 year of appointment action.	<b>Military Grade Available:</b> O-1 to O-4 Please note: Grade Inversion <u>will not be permitted</u> TPR 300 (302.7, change 8 para c)
Permanent Change of Station	
<input checked="" type="checkbox"/> PCS expenses are not authorized <input type="checkbox"/> PCS expenses are authorized <input type="checkbox"/> PCS expenses may not be authorized, however a waiver may be considered if determination is made that payment of PCS expenses would be in the best interest of the Washington National Guard.	
Minimum Requirements for Consideration	
<b>General Experience:</b> The primary duties of this position are to advise on and administer professional work programs centered on spiritual welfare and religious guidance for patients of government hospitals and homes, for inmates of government correctional and penal or other institutions or for persons in other government activities where military/civilian Chaplain services are needed.	
<b>Specialized Experience:</b> Must have <b>36</b> months of specialized experience which demonstrates possession of knowledge, skills, and abilities (KSAs) and personal characteristics that are necessary to the successful performance in this position.	
<b>Other Requirements:</b> Must have or be able to acquire a <b>Secret</b> security clearance. All Soldiers, civilian employees and contractor employees who drive Army-owned or leased vehicles must complete the Army Avoidance Course (AAC) training when they start working for the Army.	
The following Selective Placement Factors (SPFs) will be considered in the evaluation process	
<b>Element I</b> – Knowledge of the Command Master Religious Program in conjunction with the State/Territory Chaplain.	
<b>Element II</b> – Ability to coordinate training for supervisory, managerial in staff personnel in quality of life programs (ie: suicide prevention, intervention, post intervention, workplace violence awareness and critical incident management)	
<b>Element III</b> – Knowledge of programs that support individuals during events such as natural disasters, unit emergencies, man-made disasters and during times of significant national events.	
<b>Element IV</b> – Ability to provide information on religious organization, practices and customs, along with NGO's.	
Employment Conditions	
1. Technicians are paid through direct deposit/electronic funds transfer. 2. Males born after December 31, 1959, must be registered with the Selective Service Systems to be employed by the Federal Government. 3. <u>Military Technicians are ineligible for enlistment, retention, and student loan repayment bonuses. Acceptance of a Technician position will terminate these incentives.</u> 4. Military Technicians in the excepted service will wear the appropriate uniform while performing as a Technician. 5. Veteran's preference does not apply to National Guard Technician positions in accordance with Title 32 USC 709 (f)	
<b>Only the work Experience and Qualifications/Education you show on the OF612, Resume or SF 171 and SPFs can be used to evaluate your qualifications for this position. Carefully read and comply with instructions contained on the required forms.</b>	

## SUMMARY OF DUTIES

This position is located in the Office of The Adjutant General, Joint Force Headquarters-State, (JFHQ-ST), Special Staff of the Adjutant General, Office of the Chaplain. This position works under the day to day supervision of the Joint Chief of Staff or the TAG. This position is responsible for the supervision of a full-time Chaplain Assistant. The mission of the National Guard Chaplain Service is to provide unsurpassed spiritual leadership and care to National Guard personnel and their families at home and abroad. The primary purpose of this position is to manage the state National Guard Chaplain Service (NGCS) religious program, and to ensure the free exercise of religion for National Guard personnel and their families. The employee coordinates a program of religious ministries, including workshops, spiritual leadership and care, religious education; and other activities for National Guard personnel and their families. The Chaplain Service ministry is performed cooperatively, and executed in a pluralistic environment. This ministry, when directed by TAG, may be extended to active duty and reserve component military personnel and their families within the State. Provides full program management services for the State/Territory Chaplain in accordance with National Guard Chaplain Service program goals and objectives. Training is the cornerstone of preparation for military operations. Employee reviews training strategies that address, a) the technical and tactical proficiencies of the state National Chaplain Service personnel, b) quality of life programs for National Guard personnel and their families, c) needs of other Chaplain Service constituencies (civilian clergy, non-government organizations (NGO), etc.). Provides chaplain support serves for National Guard personnel and their families through the full spectrum of the deployment cycle (mobilization, deployment, employment, redeployment, and reconstitution). Under the Supervision of the Chief of Staff, TAG, and State level Chaplain (on M-Day status), coordinates Chaplain Service support during events such as natural disasters (floods, hurricanes, tornados, snowstorms, tsunamis, etc.), man-made disasters (acts of terrorism and technological events, etc.), unit emergencies (suicide, line-of-duty deaths, and serious line-of-duty injuries), and during times of significant national events (Olympics, national conventions and inaugurations, etc.). Performs other duties as assigned.

## HOW TO APPLY

1. Individuals who meet both the General and Specialized experience requirements may apply by submitting the following forms:
  - MIL Form 175 "Application for Technician Vacancy"
  - MIL Form 174 "Chronological Listing of Military Service"
  - OF 306 "Declaration for Federal Employment"
  - SF 181 "Race and National Origin Identification"
  - SF 256 "Self-Identification of Handicap"
  - Response to Selective Placement Factors (SPFs). Response to the SPFs is critical to the evaluative process.
  - One of the following:
    - a) OF 612 "Application for Federal Employment"
    - b) Personal Resume, or
    - c) SF 171 "Personal Qualification Statement". Whatever form is used, please only list experience related to the position you are applying for. IT IS CRITICAL THAT YOU LIST DATES (MM/YY) OF YOUR EXPERIENCE.
  - Crediting National Guard Experience: National Guard service may be credited as full-time experience when evaluated against the qualification requirements for a military technician position. EXPERIENCE MUST BE DIRECTLY RELATED TO THE POSITION AND DUTIES MUST BE DESCRIBED IN THE WORK EXPERIENCE SECTION OF THE APPLICATION. The level of experience will be determined by the actual duties and responsibilities performed.

(Please note: Complete and accurate data is essential to ensure fair evaluation of candidates. It is the applicant's responsibility to ensure the data is provided, accurate, and complete. Only the experience and qualifications you show on the OF 612, Resume, or SF 171 can be used to evaluate your qualifications for this position).

\*\*To obtain forms online go to: [http://mil.wa.gov/jobs/federal\\_job\\_ops.shtml](http://mil.wa.gov/jobs/federal_job_ops.shtml)

**\*\*Mail or Hand Deliver** forms to: HRO Attn: Staffing Section  
Building 33, Camp Murray  
Tacoma, WA 98430-5130

**(Faxed and Scanned copies will not be accepted)**

2. **INCOMPLETE APPLICATIONS or those received after the closing date WILL NOT BE CONSIDERED AND WILL BE RETURNED.**

**\*Documents requiring a signature must be turned in with the original signature and date, including the Personal Resume.**

3. College Transcripts MUST be submitted for professional positions or when substituting education for experience.
4. Applications will not be returned. Please make a copy of your application prior to submitting it to HRO.
5. **EQUAL OPPORTUNITY:** This position will be filled without regard to race, color, religion, age, gender, or any other non-merit factor consideration, selection, and placement of applications will be in accordance with Washington National Guard Placement & Merit Promotion Plan, WAARNG Regulation 690-4/WAANG Instruction 36-1010.

**For additional information:** HRO STAFFING SECTION  
Phone (253) 512-7835  
DSN 323-7835